



2017 U.K. Gender Pay Gap Data: Technicolor Video Services

Technicolor Video Services (TVS) has published its U.K. Gender Pay Gap data, which measures the average difference in pay between men and women across a company's workforce in the UK. This is required for companies with 250 or more employees in the U.K. TVS operates as a distribution warehouse for packaged media in the U.K. and greater Europe. TVS has long maintained a set pay rate for key roles in the warehouse (typical roles include Warehouse Operative, Fork Lift Truck Operative, Team Leader and Controller). This set pay rate ensures employees of equivalent responsibilities are paid the same regardless of gender.

For 2017 TVS' median gender pay gap in hourly pay is 8.7 percent lower for women—versus 9.1 percent across all companies in the U.K., on average. The TVS mean gender pay gap in hourly pay is 11.9 percent lower for women- versus 18.1 across all companies in the U.K., on average.

The company also reported its median bonus gender pay gap is 40.8 percent lower for women and its mean bonus gap is 61.5 percent lower for women.

Increasing the number of women in senior roles is key to closing the pay and bonus gaps. As of April 5, 2017, this business was predominantly male in the "top" and "upper middle" quartiles as is depicted below. These quartiles are typically made up of mid-to-senior level management, which is also why the proportion of males (32.2 percent) receiving a bonus is higher than the proportion of females (24.7 percent) receiving a bonus payment.

Proportion of males and females in each pay quartile:

Quartiles	Percent of Women	Percent of Men
Top Quartile	32.3%	67.7%
Upper Middle Quartile	35.4%	64.6%
Lower Middle Quartile	46.2%	53.8%
Lower Quartile	56.9%	43.1%

In addition to continuing to ensure that employees of same positions are paid the same regardless of gender, TVS will continue to recruit and promote within to support advancing more women to senior levels within the business to further address the gender pay gap.

A handwritten signature in black ink, appearing to read "Simon Hibbins".

Simon Hibbins

EVP, International Operations, Home Entertainment Services